NAVY MEDICINE CIVILIAN CORPS NEWSLETTER

Spring Issue

DIRECTOR'S MESSAGE

Volume 17, Issue 1 **Spring 2026**

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Navy Medicine Civilian Team,

As we close the first quarter of 2026, our focus sharpens as we accelerate toward our North Star. With our nation engaged in OPERATION EPIC FURY, I am reminded daily of the indispensable role each of you plays and the importance of our strategic focus on delivering trained, certified, agile and scalable medical capabilities to enable operational success. Navy Medicine is woven into the fabric of every operation conducted by the Fleet and Fleet Marine Force. Your dedication is the foundation that ensures our warfighters are ready for any challenge. Never doubt that your contributions are vital and are making a decisive difference where it matters most.

This quarter, we took a significant leap forward. Our recent FOSESFOR underscored how far we have come in our ability to force generate medical forces, and the imperative to pivot toward real-time data analytics, Artifical Intelligence (AI) and machine learning (ML). This isn't just a technical shift; it's a strategic evolution. It allows us to become more predictive, to anticipate needs, and to empower commanders with the insights needed to buy down risk to their missions. The unity of purpose emerging from our leadership discussions gives me great confidence that we are on the right path, and that we are positively shaping the future of military medicine.

After a dynamic year of strategic changes within the civilian work force, I am thrilled to see our ranks growing. It is especially gratifying to see so many of our dedicated, high-performing colleagues stepping into positions of greater responsibility with the trust they've earned. Simultaneously, we are welcoming new talent, infusing our teams with fresh perspectives. We are not just filling gaps; we are building a more capable and resilient team to drive us toward our North Star.

On a personal note, connecting with you has been a highlight. The town halls at the Defense Health Headquarters and with the Naval Medical Forces Pacific team were energizing, and I am looking forward to our next conversation in mid-March with our colleagues at Naval Medical Forces Development Command. These forums are essential for maintaining our alignment and ensuring we have open lines of communication.

The constant in all our success remains you – the dedicated civilians who are the powerhouse of Navy Medicine. You persevered through the challenges of last year with incredible resolve, and you are driving our successes in 2026. Your expertise, resilience, and unwavering commitment are the force multipliers that keep our Sailors and Marines ready for the fight.

Thank you for your unwavering service! I am grateful to be part of this exceptional team and look forward to the great things we will accomplish together this year.

Very respectfully,

Mike McGinnis, MD, MPH
Director, Civilian Corps

DEPUTY DIRECTOR'S MESSAGE

Dear Civilian Corps Community,

Since our January newsletter, we have continued expanding our outreach and engagement across the Navy Medicine Enterprise. Over the past several weeks, we conducted town halls in three locations spanning multiple time zones, aligning with the travel schedule of our Civilian Corps Director, Dr. Michael McGinnis. His willingness to meet with employees both in person and virtually through Microsoft Teams reflects our commitment to ensuring that Navy Medicine civilians around the globe have the opportunity to hear directly from leadership, ask questions, and stay informed about the priorities shaping our workforce and mission. These town halls continue to serve as an important forum for dialogue, transparency, and connection across our geographically dispersed community.

You may have also noticed increased activity across several of our communication platforms. Our Civilian Corps Teams channel and SharePoint site are being used more frequently to share announcements, resources, and updates relevant to the civilian workforce. In addition, we have been sending occasional emails to highlight key initiatives, opportunities, and accomplishments taking place throughout Navy Medicine. By using a variety of communication channels, we aim to ensure that important information is accessible and that we continue to recognize the outstanding work taking place across our organization. These efforts also allow us to highlight professional development opportunities available to our civilian workforce, including programs such as the Defense Civilian Emerging Leader Program (DCELP) and the Department of the War Coach Training Program, both of which provide valuable opportunities for leadership development, mentorship, and career growth.

As we move into the third quarter of fiscal year 2026, our focus is also turning toward strengthening our workforce through targeted recruitment efforts. Several critical positions are currently being prioritized to ensure we continue to fully support our warfighters and the Navy Medicine mission worldwide. These efforts are particularly important in specialized fields that directly impact the health, safety, and operational readiness of our personnel. One such area is Industrial Hygiene, which plays a vital role in identifying, evaluating, and mitigating workplace hazards that could affect service members and civilian employees across the Fleet.

In this issue, we are pleased to share two videos produced by the Naval Medical Leader and Professional Development Command Visual Information Directorate (M-VID) that highlight key aspects of the Navy Medicine mission and the vital role of our civilian workforce. The first video features the Navy Medicine Civilian Corps and the important role civilians play in supporting our warfighters. The second highlights the critical work of industrial hygienists and industrial hygiene technicians across Navy Medicine, whose behind-the-scenes efforts help maintain safe and healthy environments for sailors and the civilian workforce. The accompanying article offers a closer look at their expertise and the important role they play in supporting Fleet operations around the world.

Thank you for your continued commitment to Navy Medicine and for the work you do each day in support of our sailors, and the broader Navy family. Your dedication, expertise, and service are essential to the success of our mission, and we look forward to continuing to highlight the many ways our civilian workforce contributes to the strength and readiness of Navy Medicine.

Kind regards,

Stephanie Wright
Deputy Director, Civilian Corps

TOWN HALL TOUR: NAVAL MEDICAL FORCES PACIFIC

From left, Ms. Paula Curielabreu, Mr. Robert Villalobos, and Ms. Maria Lourdes Gregorio, all civilian employees at Naval Medical Forces Pacific (NMFP), pose for a photo with coins received from Dr. Michael McGinnis, Executive Director for the Navy's Bureau of Medicine and Surgery and Director of Navy Medicine's Civilian Corps, Jan. 26, 2026. McGinnis presented each of them with a coin in recognition of their outstanding contributions and sustained superior performance in support of the NMFP mission.

Photos By Regena Kowitz

Robert Villalobos was recognized for his regular duties as a IT Specialist, in addition for his significant, long-term impact on command morale as the Recreation Fellowship Committee Chair for the past 13 years, with his efforts being credited as a primary reason for the command's consistently positive climate.

Maria Lourdes Gregorio, a plank owner of the command and a civil servant with Navy Medicine for more than 25 years, was recognized for her sustained superior performance and dedication. She has been instrumental in the success of numerous command events and has earned multiple accolades for her flawless management of the command's travel program.

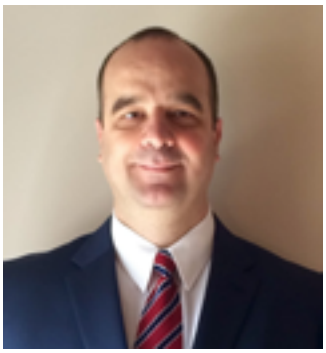
Paula Curielabreu was recognized as the NMFP Civilian of the Year for fiscal year 2025 for her transformative contributions, which included streamlining manpower processes and leading a training roadshow for 10 subordinate commands that resulted in a better-prepared workforce.

The Silent Shield: The Enduring Roles of Navy Civilian Industrial Hygienists and Industrial Hygiene Technicians

By André B. Sobocinski, Historian, BUMED

Across the Navy's vast landscape of shipyards, air stations, and clinics, civilian industrial hygienists (IHs) and industrial hygiene technicians (IHTs) serve as the silent bulwark against occupational diseases and injuries. Collectively, these professionals represent the largest civilian occupational community in Navy Medicine (BSO-18) with over 330 professionals. Among this legion of applied scientists and engineers are Dr. Fletcher Kimura and Calin Bindea.

Originally from Transylvania, Romania, Bindea's career began in his birth country where he worked as a material supply supervisor at a nuclear power plant. After emigrating to the United States, Bindea served as a Navy hospital corpsman, a civilian occupational health technician and beginning in 2018, as an IHT for Navy Medicine Readiness and Training Command (NMRTC) Annapolis – Detachment League Island (Philadelphia).



Mr. Calin Bindea

As an IHT, Bindea applies his extensive knowledge of science and engineering to identify hazards, evaluate controls to protect workers, and help implement safety programs in the workplace. "My duties are to inspect work sites to ensure that people are not exposed to chemical or occupational hazards such as lead, mercury, asbestos, pesticides, or unsafe equipment," explained Bindea. "I visit sites; sample different materials such as soil, air, and water; and test them for the presence of pollutants. I assess the physical health of workers and help to implement ergonomic upgrades to worker facilities. This can help cut down on health care costs and improve worker efficiency and health."

Nearly 5,000 miles away, Dr. Fletcher Kimura serves as an IH at NMRTC Pearl Harbor, Hawaii. The Honolulu native acknowledges that it is a role that offers opportunities not found in private industry. "I enjoy building relationships and trust with the commands that I support as their cognizant industrial hygienist," said Kimura. "I find it incredibly satisfying when a command recognizes and believes in the benefits of my recommendations, and we work together to implement them. I also enjoy seeing the important work that the thousands of Sailors, Marines and civilians do for the nation day-in and day-out."

Dr. Fletcher Kimura

The field of industrial hygiene is rooted in the public health movement of the late nineteenth century and, with it, the growing recognition that industrial settings could be harmful to workers. By the turn of the century state-run health agencies in the United States began sending special designated "health inspectors" into factories, mines and railyards to investigate the dangers of occupations. By 1911, several U.S. states enacted the first compulsory occupational disease reporting laws.

Around this time, the U.S. Navy began recognizing the need for specially trained personnel at shipyards addressing the safety of its workers. Uniformed physicians were among the first to address these occupational hazards. In 1923, physician Lt. Linwood Smith attended the Harvard School of Public Health, becoming the first formally trained industrial hygienist in the Navy.

Continued on next page.

While physicians were the first to provide industrial hygiene services in the Navy, by 1941, the Secretary of the Navy (SECNAV) directed the recruitment of specialized Industrial Hygiene Officers (IHOs) to staff Navy yards where they conducted laboratory analysis, field surveys, and health promotion. World War II saw the first industrial hygienists report as hospital volunteer specialists (H-V(S)), forerunners of today's Medical Service Corps. At their peak, uniform IHOs represented 10 percent of the commissioned hospital corps officers in the war. Although several IHOs would remain in uniform during the postwar demobilization and later become plankowners of the Medical Service Corps (1947), some would return as the first civilian industrial hygienists.

Among these civilian trailblazers was Roland E. Byrd who had served as a Navy IHO in World War II and in the Korean War. In 1954, Byrd was hired as a civilian industrial hygienist at Naval Hospital Jacksonville and served in this role until his retirement in 1982.

Byrd was later honored as the namesake of an award given annually to civilian and uniformed industrial hygienists in the Navy.

The common thread binding the Navy's industrial hygiene community—past and present—is the immediate, tangible impact on the lives of those who serve and the unique setting. By blending scientific rigor with a deep commitment to the mission, civilian industrial hygienists and technicians ensure that the Navy's most valuable asset, its people, can operate in the world's most dangerous environments with the highest level of protection. They are not merely consultants; they are the architects of a safer, more ready fleet while providing services to over 3,000 commands around the globe.[1]

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For more on the role of industrial hygiene in Navy Medicine please see the video linked below:

https://www.dvidshub.net/video/941640/industrial-hygiene-occupational-spotlight

NOTES:

1 Sources: Interview with Roland E. Byrd, Senior Industrial Hygienist, NRMC, Jacksonville. (Jan-Feb 1980). Navy Life-line; IHO History, 2001 (unpublished). BUMED IHO Collection.

DONCEAP: Department of the Navy Civilian Employee Assistance Program

We know that life can be demanding, and that your commitment to serving our nation is just one of the many important roles you fill. Juggling the pressures of work with the responsibilities of family and personal life can be challenging. That's why the Department of the Navy is proud to announce our new Civilian Employee Assistance Program (DONCEAP), a comprehensive and confidential resource designed to support you and your family through all of life's ups and downs.

Our people are our greatest asset, and your well-being is a top priority. DONCEAP was created to provide a safe, supportive space for you to find guidance, resources, and a listening ear whenever you need it. Whether you're dealing with everyday stress, navigating significant life changes, or simply feeling like you could use some extra support, DONCEAP is here to help you not just cope, but thrive.

This program provides a wide range of free, confidential services to help you and your loved ones, including:

- Counseling and Therapy: Short-term, confidential counseling for stress, anxiety, depression, grief, and other personal challenges.
- Family and Relationship Support: Assistance with relationship issues, parenting challenges, elder care, and family conflict resolution.
- Work/Life Balance: Resources for child care, special needs support, and other services to help you manage your busy life.
- Financial and Legal Guidance: Access to financial experts and legal professionals for advice on debt management, budgeting, estate planning, and more.
- Wellness Resources: Tools and information to support your overall health and well-being, including stress management techniques and self-help resources.

Connect with a Professional Today:

- Getting the support, you need is simple and acvailable 24 hours a day, 7 days a week
- Online: Visit the DONCEAP website at https://magellanascend.com/ to explore a wealth of resources, articles, and self-assessment tools at your own pace.
- By Phone: Call our 24/7 support line at 1-844-DONCEAP to speak directly with a trained professional who can provide immediate support, answer your questions, and connect you with qualified local services.
- Your well-being is DONCEAP's priority and they will provide you with the resources you need to lead a healthy and fulfilling life. Don't hesitation to reach out, DONCEAP is there for you.

Your Guide to Civilian Mental Health and Crisis Resources:
At Navy Medicine, we are a community, and we look out for one another. Life can present challenges that are difficult to face alone. If you or someone you care about is struggling, please know that reaching out for help is a courageous step. Your wellbeing matters deeply to us. Confidential, no-cost support is available around the clock.

Immediate Help Is Available 24/7:

- To Talk or Text: Dial or text 988 to connect with the Suicide & Crisis Lifeline.
- Chat online with the Suicide & Crisis Lifeline: Visit 988lifeline.org/chat.
- For Text-Based Support: Text HOME to 741741 to reach the Crisis Text Line.
- For Employee-Specific Support: Call the DON Civilian Employee Assistance Program at 1-844-DONCEAP.

Taking a moment to connect with these resources can make all the difference. We encourage you to save this information and share it. You never know when it might help someone.

April is Stress Awareness Month
How to be a stress buster?

Many of us move from one obligation to the next within our crowded schedules, with little ability to avoid stress. Here are ideas for managing it:

- Prioritize your relaxation. For most people, relaxing is at the bottom of their list. For the sake of your health, change that!
- Do not over-commit to activities. Learn to decline requests sometimes.
- Try relaxation techniques. Calm yourself via deep breathing, meditation or doing progressive muscle relaxation (alternately tensing and releasing muscle groups).
- Follow an exercise routine you can enjoy. Regular exercise keeps you strong and boosts your ability to handle stress.
- Schedule unwind time. Whether it is having a cup of coffee with a friend or going for a long weekend morning walk in the woods, keep those chill-out commitments!

DONCEAP Live Webinars

Being Trauma Informed-- April 08, 2026 02:00PM-03:00PM EST
Trauma isn't just a chapter from the past; it's the lasting imprint that shapes our minds, bodies and behaviors. In this enlightening webinar, you will delve into the complexities of trauma, learning to recognize its signs and understand its effects. We'll explore how to create a supportive environment that empowers you to seek the resources you need and deserve. While the impact of trauma may not always be visible, it's crucial that we cultivate a workplace culture of empathy and safety, allowing everyone to feel comfortable sharing their experiences.

Understanding Burnout: Causes & Solutions-- May 13, 2026 02:00PM-03:00PM EST
This interactive and upbeat webinar dives into the serious topic of burnout with a fresh, relatable approach. You will explore what burnout really is (and what it isn't), recognize the warning signs and understand the personal and workplace consequences of chronic stress. Through engaging activities, polls, visuals and self-assessments, you will learn how to break the burnout cycle, build resilience and create a personal action plan. With practical strategies, fun visuals and a touch of humor, this webinar empowers individuals to take back control of their wellbeing.

Resiliency for the Working Parent-- Jun 10, 2026 02:00PM-03:00PM EST
Resiliency in parenting is crucial not only for the wellbeing of parents but also for nurturing a healthy parent-child relationship. How parents respond to stressors can significantly impact their family dynamics, often more so than the stressor itself. In this insightful webinar, you will receive valuable resources to prevent burnout, develop resiliency skills and maintain a positive balance in both personal and professional lives.

Stress Management for Managers (For Managers)-- Jun 24, 2026 02:00PM-03:00PM EST
Managing stress—both your own and that of your team—poses one of the biggest challenges for today's managers. In this webinar, you'll receive a comprehensive training guide designed to help you identify stressors, understand their impact on your team's morale and productivity and implement effective stress relief techniques as a leader. Additionally, this webinar will offer valuable resources to help retain top talent, ensuring your team feels valued and secure in discussing their stress with you.

Interested in more seminars throughout the year? Visit www.member.magellanhealthcare.com/events

WEB-BASED TRAINING & OPPORTUNITIES

WayPoints Trainings

Mentoring Paths Resource Guide

The Mentoring Paths Resource Guide is a comprehensive, user-friendly tool designed to support individuals and organizations in creating and fostering effective mentoring relationships. It offers a step-by-step approach to developing mentoring programs, covering key topics such as establishing goals, matching mentors with mentees, and maintaining productive, positive relationships.

Leadership Foundations: Leadership Styles and Models

Leadership is learnable. Even the best leaders develop their capacity and competency for greater responsibility over time. By investing in your leadership skills now, you pave the way to opportunities in the future. A frame of reference for what leadership is, how it is practiced, and the most prevalent styles and approaches will help you become the leader you want to be.

LinkedIn Learning

Reduce Stress and Anxiety by Managing Your Nervous System

Stress, anxiety, burnout, overwhelm, and disengagement are all connected to the function of your nervous system. Learning how to work at the level of your nervous system can help you bring your best self to the challenges you face on a daily basis.

Other Learnings

GENAI.mil is offering indepth training on GENAI capabilities. Capabilities to help you work smarter and be more efficient with your work day. For more information, visit: genai.mil/training or genai.mil/events

Security and Training

You can use the platform with confidence, as it is secure, certified up to Impact Level 5 (IL5), and fully authorized to handle Controlled Unclassified Information (CUI).To expand your learning, the GenAI platform also provides access to specialized events and training sessions. You can find the GenAI platform directly on your desktop.

Recommended Tedx Talks

The Happy Secret to Better Work- Shawn Achor

Recommended Podcasts:

Hidden Brain: The Secret to Great Teams (2023): Explores the psychological factors that create high-performing teams.

Recommended Article:

When Excellence Exhausts: Saving Star Performers from Silent Burnout
Lessons in Leadership (From the ones who taught us how to cross the street)

Resume Writing and Tips Events

Resume Writing and Job Interviewing Tips can be found at:
https://www.usajobs.gov/event

Retirement Seminars & Information

Federal Employee Retirement Portal: Seminars & Information

Other Important Links

Office of The Civilian Corps SharePoint
BUMED HRO – Employee Information SharePoint page
Civilian Employee Assistance Program (CEAP)
844-DONCEAP (1-844-366-2327) / TTY: 888-262-7848 / International: 866-829-0270
National Suicide and Crisis Hotline now available 24/7- Dail or Text: 988 or Chat here: https://chat.988lifeline.org/

PROGRAM OPPORTUNITIES

Spring Program Opportunity Highlight

Ready for Your Next Professional Step?

The **Defense Civilian Emerging Leader Program (DCELP)** offers a dynamic learning environment for entry-level and emerging Federal leaders at the GS 7-12 or equivalent level. During the four in-person seminars lasting one week each, participants are immersed in a variety of experiential activities that promote self-awareness, enhance oral and written communication skills, share proven team building strategies, and strengthen overall leadership capabilities. DCPAS plans and executes the DCELP. At the conclusion of the program, DCELP participants come away with the tools needed to thrive in today's government.**Still Interested?**

Select the link here to explore this professional opportunity highlight more.

Other Featured Program Opportunities

Stay updated through our Teams Channel and SharePoint for upcoming leadership development programs and basic information. Programs for 2026 & 2027 include:

Feature	Eligable Grades	Due Date*
Defense Civilian Emerging Leader Program (DCLDP)	GS 7-12 or equivalent	April Week 1
Defense Senior Leadership Program (DSLDP)	GS 15 or equivalent (one-year supervisory experience)	May Week 1
Navy Legislative Fellows Program (LEGIS)	GS 13-15 or equivalent	September Week 1
Executive Leadership Development Program (ELDP)	GS 12-14 or equivalent	December Week 1
White House Leadership Development Program	GS 15 or equivalent	December Week 1
Federal Internal Coach Training Program (FICTP)	GS 12 equivalent & above	Ongoing rolling basis
National Defense University-Dwight D. Eisenhower School (ES)	GS 14-15 or equivalent	See programs description for exact dates.
Presidential Management Council Interagency Rotation Program (PMC-IRP)	GS 13-15 or equivalent	Program Paused

*Applications are due on the Tuesday of the corresponding week

Have questions about the programs above? Send an email to the Civilian Corps Team: usn.ncr.bumedfchva.mbx.cwd@health.mil

Or

Book an appointment with the Civilian Corps Program Specialist: https://webmail.apps.mil/owa/calendar/OfficeofCivilianHumanResourcesProgramOfficeHours@health.mil/bookings/

Ready to apply to a program?
Fill out the New Navy Medicine Civilian Corps Development Program application

C.A.R.E.

- **Communication – fostering awareness, alignment, and teamwork.**
- **Advocacy – addressing areas of common concern.**
- **Recruitment and retention – bringing the best onboard and sustaining our talented force.**
- **Education – providing and resourcing opportunities for professional growth.**

Navy Medicine Civilian Corps Team

Dr. Mike McGinnis, Director

Ms. Stephanie Wright, Deputy Director

Ms. Genevieve Landers, Program Support Specialist

CDR Joseph Fromknecht, NMFL Liaison

Mr. Vincent Ortiz, NMFP Liaison

Ms. Tonya Kuykendall, NMFDC Liaison

Are you a part of the Navy Medicine Civilian Corps Teams Channel?
Join the Navy Medicine Civilian Corps Teams Channel using the Team code: d1n54tr

If you have feedback, input or questions about the Civilian Corps or Newsletter, please contact us at: usn.ncr.bumedfchva.mbx.cwd@health.mil

Editor's Note: Please ensure that all articles/spotlights and imagery or graphics submissions have been vetted and approved for release by the author's command PAO, Mass Communication Specialist, or unit public affairs unit representative (UPAR) and that content has been released to DVIDS. This aligns internal communication with broader NME strategic communication goals by transforming employee input into broader narratives to reach various stakeholders.